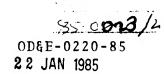
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MEMORANDUM	FOR:	Deputy	Director	for	Administration
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FROM:

Robert J. Kohler

Director of Development and Engineering

SUBJECT:

Length of Tours for Certain Support Personnel Assigned to $\mathtt{OD} \S E$

I appreciate your positive response of 9 January 1985 to the issue of defined tours of duty for certain positions in the Support structure of OD&E. It is my opinion that the following positions should be designated as at least three year tours of duty:

Position No.	Position Title
	· · · · · · · · · · · · · · · · · · ·
	Robert J. Kohler
	/

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FORM MO. 241 REPLACES FORM 36-8 WHICH MAY BE USED.

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MEMORANDUM FOR: Director of Development and Engineering

FROM:

Harry E. Fitzwater

Deputy Director for Administration

SUBJECT:

Length of Tours for Certain Support Personnel

Assigned to OD&E

Gob;

- In response to your memorandum dated 21 December 1984, I would like to express my appreciation for the complimentary statement regarding the quality of support provided to OD&E. We in the Directorate of Administration certainly agree with you that OD&E support jobs are important and require continuity. Three-year tours for the senior assignments and critical mid-level positions appear to be reasonable. There would, of course, be occasions when circumstances dictate the necessity for shorter tours.
- 2. To assist us in our career planning efforts, we request that you identify the positions where three-year tours appear appropriate. In the future, our career service will continue to make every effort to provide OD&E with well trained and experienced support personnel to meet your high priority intelligence requirements.

Harry E. Fitzwater

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(8 January 1985)

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2 JAN 1985 ROUTING AND TRANSMITTAL SLIP TO: (Name, office symbol, room number, building, Agency/Post) Date Initials DDA/CMS EO/DDA **ADDA** DDA Action File Note and Return Approval For Clearance Per Conversation As Requested For Correction **Prepare Reply** Circulate For Your Information See Me Comment Investigate Signature Coordination Justify REMARKS

1. Please prepare a response for DDA's signature

SUSPENSE: 9 January 1985

85-0023

DO NOT use this form as a RECORD of clearances, and si	approvals, concurrences, disposals, milar actions
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	Phone No.
\$041-102 ★ GPO : 1983 O - 381-529 (301)	OPTIONAL FORM 41 (Rev. 7-76) Prescribed by GSA FPMR (41 CFR) 101-11.206

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FORM 610 USE PREVIOUS

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OD&E-0730-84 2 1 DEC 1984

MEMORANDUM FOR:	Deputy Director for Administration
FROM:	Robert J. Kohler Director of Development and Engineering
SUBJECT:	Length of Tours for Certain Support Personnel Assigned to OD&E
Horry -	
demanding, ever that pushes the esoteric program The management o The "excellence" do this, I must	gement of the technical programs in OD&E is changing and rewarding. The OD&E total effort state-of-the-art from concept to functioning s requires well trained, dedicated personnel. f OD&F is "excellence in all we do" personified. is pushed down to the meaningful work level. To have personnel who are well trained and experion them to take management control of their, etc.
personnel assign experienced pers these high prior consider them an personnel are as to become famili the profession. job, the workloa	een very pleased with the quality of the Support ed to OD&E. They are dedicated, hardworking, onnel who quickly recognized the importance of ity national intelligence programs, and I integral part of the OD&E team. When Support signed to OD&E there is a certain learning period ar with the technical disciplines and acronyms of Once the individual becomes comfortable with the d and associated responsibility falls on their ey have complete control over their area of
developmental ef future. To have I feel there are defined tour of establish an agr that by working	the OD&E programs push the state-of-the-art, our forts can be five, seven or ten years in the stability and continuity within these programs, certain positions in Support that require a duty of at least three years. I would like to eement with you on these positions. I am sure together we can continue to support the high gence requirements of the OD&E programs.
	Robert J. Kohler

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